FIGURE 1

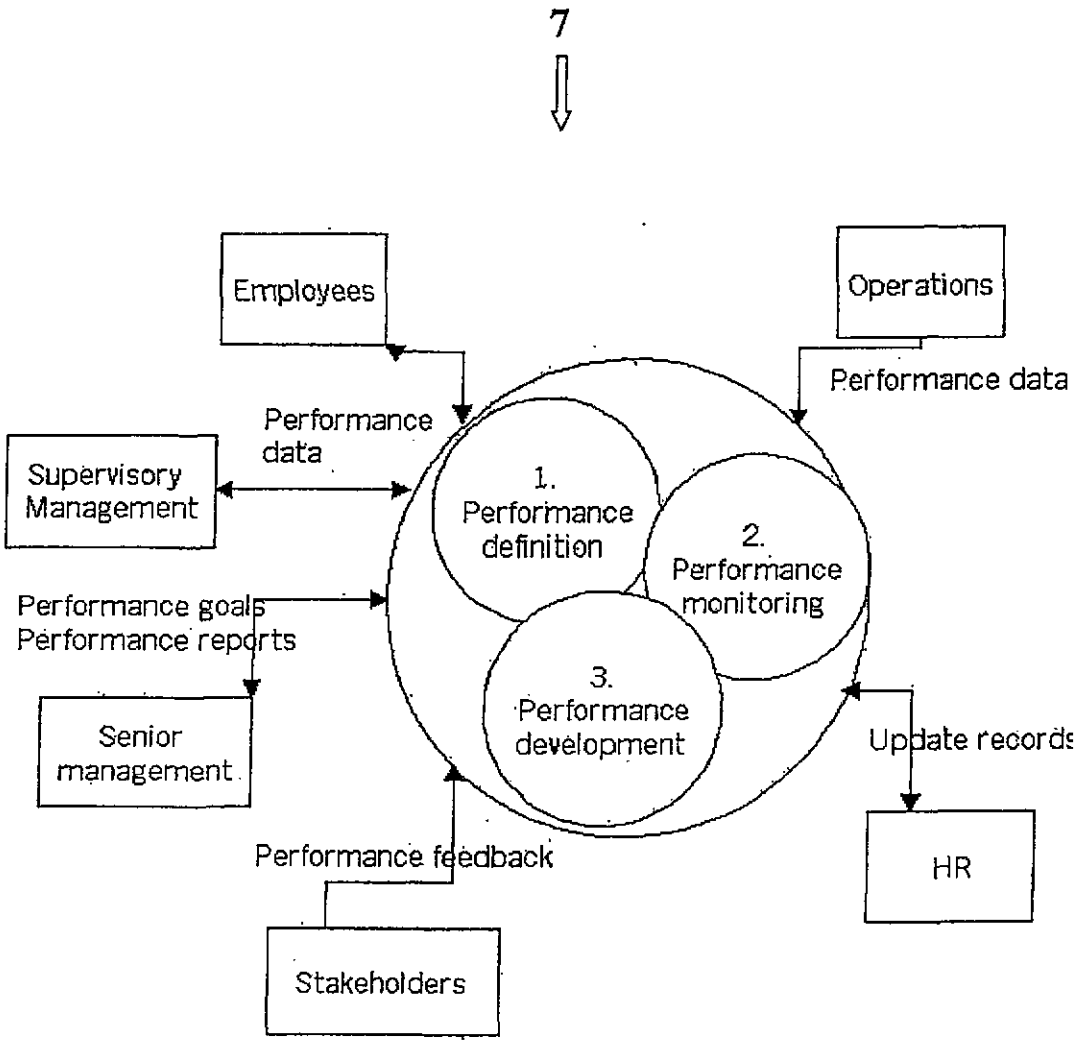

7
Employees
Operations
Performance data
Performance data
Supervisory Management
1. Performance definition
2. Performance monitoring
3. Performance development
Performance goals
Performance reports
Senior management
Update records
HR
Performance feedback
Stakeholders

FIGURE 2

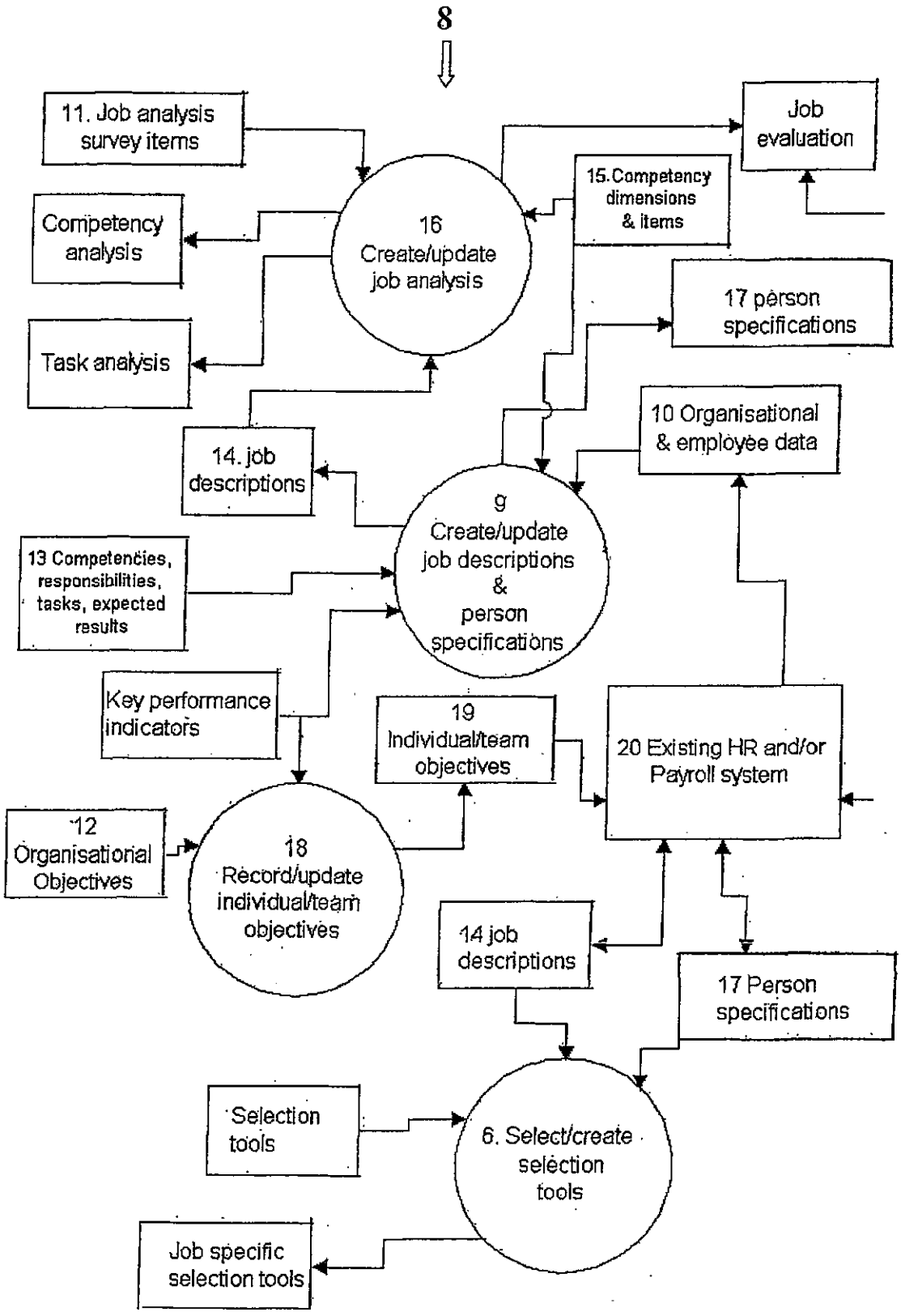

8
11. Job analysis survey items
Job evaluation
15.Competency dimensions & items
Competency analysis
16 Create/update job analysis
17 person specifications
Task analysis
10 Organisational & employee data
14. job descriptions
9 Create/update job descriptions & person specifications
13 Competencies, responsibilities, tasks, expected results
Key performance indicators
19 Individual/team objectives
20 Existing HR and/or Payroll system
12 Organisational Objectives
18 Record/update individual/team objectives
14 job descriptions
17 Person specifications
Selection tools
6. Select/create selection tools
Job specific selection tools

FIGURE 3

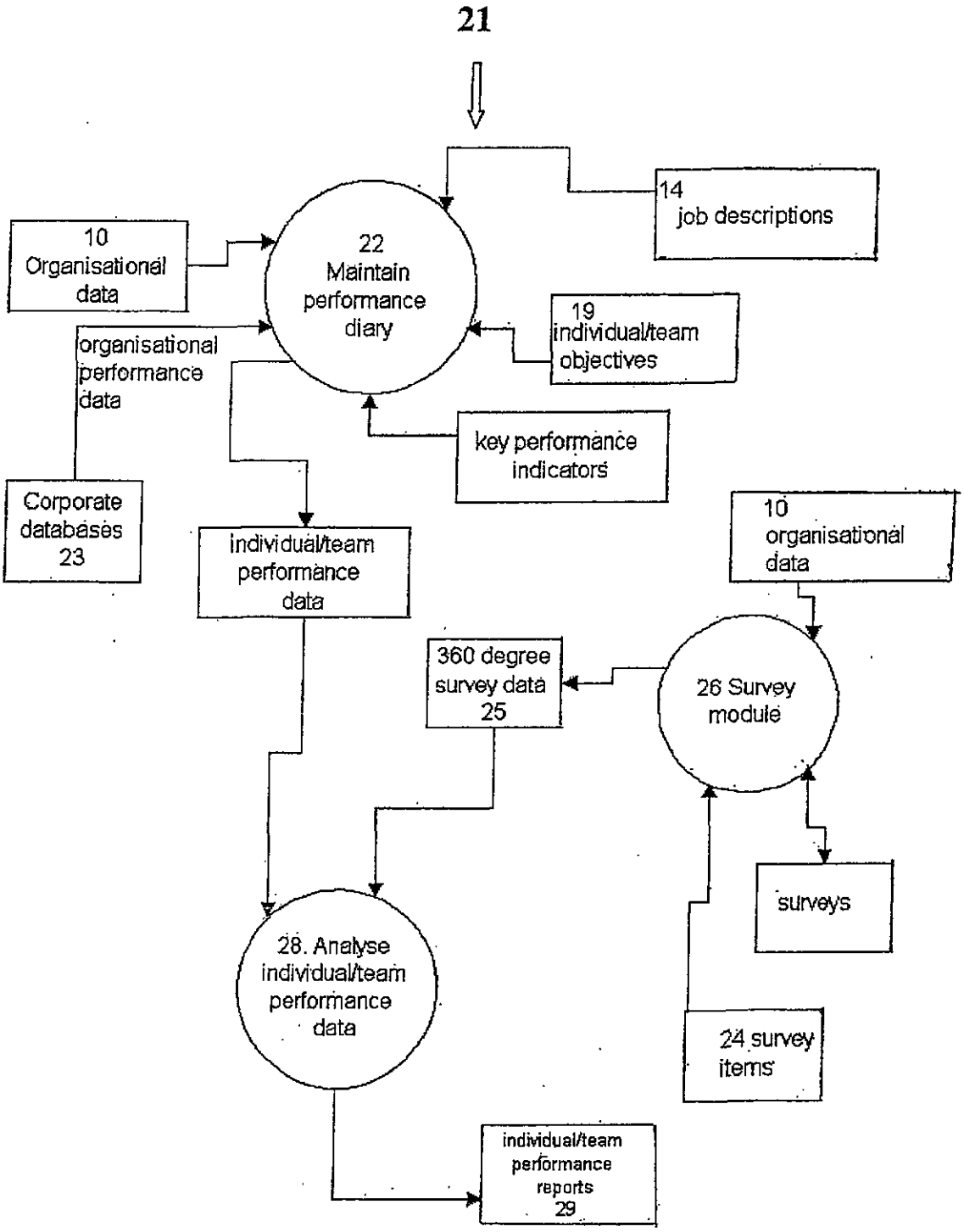
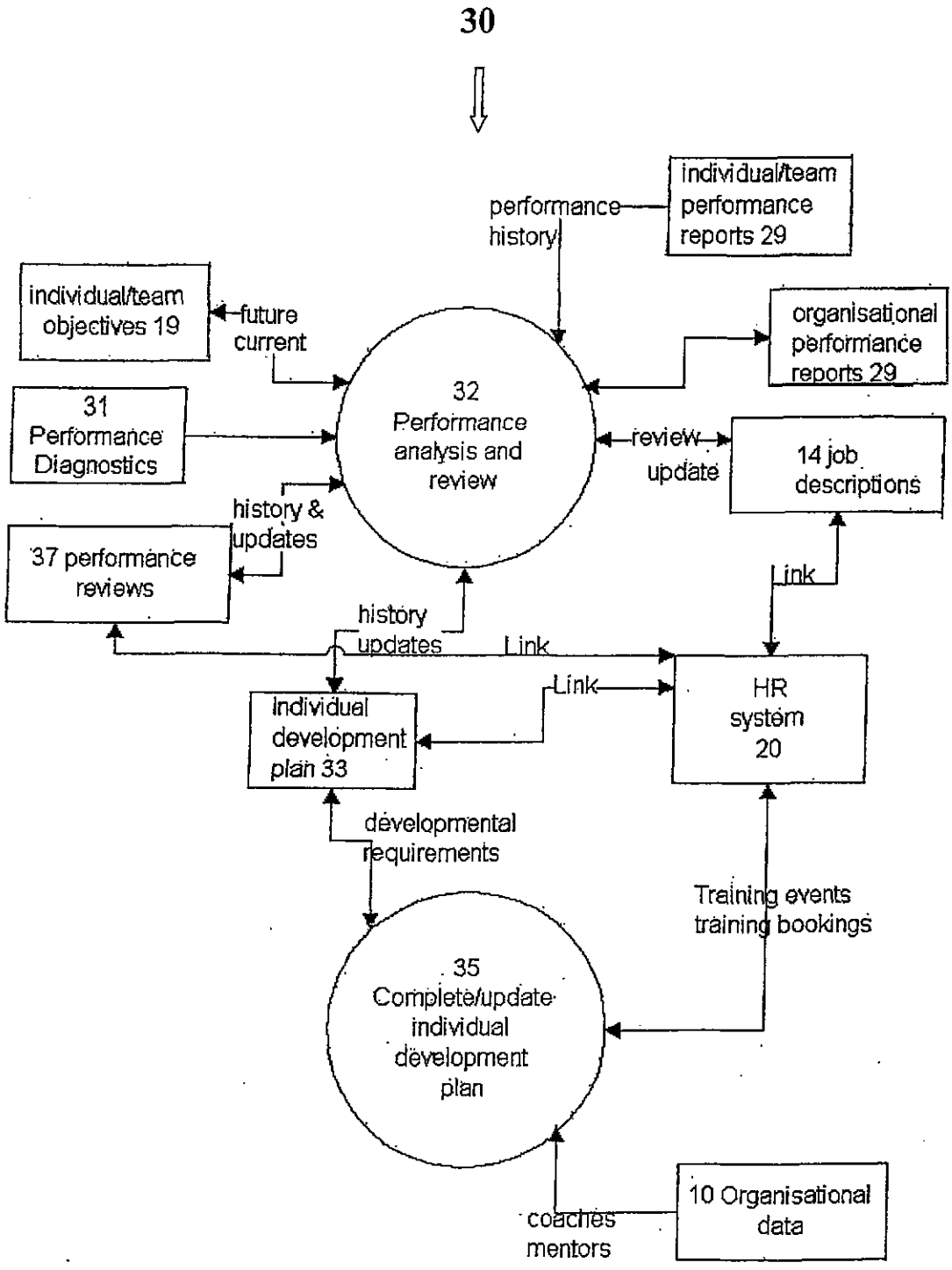

21
14
job descriptions
10
Organisational
data
22
Maintain
performance
diary
19
individual/team
objectives
organisational
performance
data
key performance
indicators
Corporate
databases
23
individual/team
performance
data
10
organisational
data
360 degree
survey data
25
26 Survey
module
surveys
28. Analyse
individual/team
performance
data
24 survey
items
individual/team
performance
reports
29

FIGURE 4


30
individual/team performance reports 29
performance history
individual/team objectives 19
future current
organisational performance reports 29
31 Performance Diagnostics
32 Performance analysis and review
review update
14 job descriptions
history & updates
37 performance reviews
link
history updates
Link
Link
HR system 20
individual development plan 33
developmental requirements
Training events training bookings
35 Complete/update individual development plan
coaches mentors
10 Organisational data